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Annual Planning Information Report

Program year 1987

State of Michigan

ANNUAL PLANNING INFORMATION

PROGRAM YEAR 1987
(July 1987 through June 1988)

MICHIGAN

Prepared by

MICHIGAN EMPLOYMENT SECURITY COMMISSION
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PREFACE

This Annual Planning Information Report, published by the Michigan Employment Security Commission, Bureau of Research and Statistics, is an attempt to fulfill many of the data needs required by local planners. This report contains standardized information which is comparable with that prepared for the other service delivery areas in Michigan. Data prepared by MESC is published along with information from other agencies in an attempt to provide area planners with an awareness of the broad range of information which is currently available for local planning purposes. The report's appendices contain specially prepared information tables intended to be used in conjunction with other data and narrative portions of this report.

This information was developed to meet the Michigan Department of Labor, Bureau of Employment and Economic Development's current planning guidelines and is the most comprehensive program year data currently available. The MESC Labor Market Analysis staff utilized various data resources to estimate or project area planning information. In order to facilitate the use of this package, sections on table descriptions and glossary of terms are included. Data limitations, interpretation, and application are discussed in the table description section. User questions and suggestions are welcome.

TABLE OF CONTENTS

Preface iii

LIST OF TABLES vii

LIST OF FIGURES ix

I. Area Profile 1

A. Area Description 1

B. Area Economic Overview 1

C. Area Population Trends 4

II. Labor Market Developments 9

A. Labor Force Trends 9

B. Labor Force Projections 10

III. Employment Structure and Developments 15

A. Industry Structure 15

B. Industry Employment Trends 15

C. Occupational Trends 26

IV. JTPA Target Population Groups 31

V. Table Descriptions 55

A. General Planning Information Tables 55

B. Title II Eligible Population Tables 56

C. Title II - Ten Percent Provision Target Groups 57

D. Special JTPA Tables 59

VI. Appendices 61

LIST OF TABLES

I.A. Total Population, 1980 and 1985 4

I.B. Population Characteristics 6

I.C. Population Age Structure 7

I.D. Households 8

I.E. Families Below Poverty 8

II.A. Population and Labor Force, 1984 and 1985 10

II.B. Labor Force Status, 1984 and 1985 11

II.C. Labor Force Projections 12

II.D. Civilian Labor Force by Age, Sex and Race 13

III.A. Private Industry Employment Analysis 17

III.B. Top Ten Private Industries in Employment 19

III.C. Area Industry Trends 21

III.D. Long Run Favorable Employment Industries 22

III.E. Favorable Employment Industries 23

III.F. Industry Employment Projections 25

III.G. Occupational Staffing Patterns For Selected Industries . 27

III.H. Employment Growth For Selected Industries / Occupations . 29

IV.A. Title II Eligible Population 32

IV.B. Economically Disadvantaged Population 34

IV.C. Economically Disadvantaged Labor Force 35

IV.D. Handicapped 38

IV.E. High School Dropouts 39

IV.F. Teenage Parents 1980 40

IV.G. Limited English Proficiency 1980 41

IV.H. Alcoholics and Addicts FY 1984/85 42

IV.I. Offenders 46

IV.J. Veterans 1980 47

IV.K. Displaced Homemakers 1980 48

IV.L. Dislocated Workers by Age, Race and Sex 49

IV.M. Ratio of Government to Wage and Salary Employment 52

IV.N. Ratio of Private Employment to Population 53

IV.O. Welfare Registrants 54

LIST OF FIGURES

1. Percent of Special Population Groups to Total Population . . 5

2. Relative Distribution of Employment By Industry 16

I. AREA PROFILE

A. Area Description

Michigan is divided into two peninsulas by the Straits of Mackinac and is bordered by four of the five Great Lakes, the states of Indiana, Ohio and Wisconsin and the Canadian Province of Ontario. In terms of land area, Michigan is the 23rd largest state but its coastline is second only to Alaska. Michigan's aquatic scenery consists of a 3,000 mile shoreline that extends along the Great Lakes, and inland lakes that exceed 11,000 in number. In addition to 6.4 million acres of public forests, the state's 14,000 campsites and 83 parks and recreational areas have made Michigan a popular vacation-land in which billions of tourist dollars are spent annually.

The two peninsulas of Michigan are connected by the five mile long Mackinac Bridge, the third longest suspension span in the United States. The Upper Peninsula is rich in iron ore, copper and other minerals. The Lower Peninsula also has vast natural resources (oil, natural gas and salt), however, primary economic activity is centered around automobile manufacturing. Although efforts have been made toward industrial diversification, the transportation equipment industry and its vast network of supplier plants continue to form the mainstay of the state's economy.

Michigan consists of 83 counties, which are grouped into 59 labor market areas (LMA's), of which 11 are defined as Metropolitan Statistical Areas (MSA's). Lansing, the state's legislative capital and fifth largest city, is centrally located in the southern portion of the Lower Peninsula. Detroit, the state's commercial capital and largest city with a 1984 population of approximately 1.1 million, is situated in the southeastern corner of the Lower Peninsula. With the central administrative offices of the three largest automakers and numerous factories and auto-related facilities, the Detroit metropolitan area is the focal point of manufacturing and trade activity in the state.

B. Area Economic Overview

This overview represents a summary of several narrative sections of the Annual Planning Information Report for Michigan. These sections include population, labor force trends and employment developments by industry and occupation. The overview is intended to put into perspective some of the major labor market forces which impact the area economy. Note that many of the statistical estimates given in this report are given on a JTPA Program Year, (PY), basis. The most recent Program Year, PY 1985, ran from July 1, 1985 through June 30, 1986. The current Program Year, PY 1986, runs from July 1, 1986 through June 30, 1987.

Michigan's recent population developments indicate a possible decline in its future labor supply as well as changes in its geographic and demographic compositions. Overall, the state's population has declined approximately 2 percent from its 1980 level, with the loss primarily

concentrated in the larger metropolitan areas, especially in and around their central cities. The state's overall population on average grew older, which indicates a relatively greater amount of job replacement demand due to retirements during the 1980's than any time in the recent past.

Some other important characteristics which impact labor force composition are race, family structure and income. Michigan's racial makeup includes a higher proportion of whites and blacks than nationwide, while other minority races are less represented.

A significant proportion of Michigan's households are headed by women (17.1%), with black native americans and hispanics more likely than average to have female-headed households. In addition, data on Michigan's families below poverty indicate a relatively greater incidence of poverty among black, native american and hispanic families.

The current labor market situation is significantly improved over 1982 recessionary levels. However, the steady statewide reductions since 1982 in the levels and rates of unemployment are not projected to continue through PY 1987. The state jobless rate is expected to bottom out at nine percent in PY 1986, but cutbacks in manufacturing employment and continued labor force gains should result in an unemployment rate rise to 9.3 percent in PY 1987.

Chapter III, Employment Structure and Developments, provides the planner with additional information essential in the development of effective employment and training programs. This chapter identifies current area industry employment structure and trends, and assesses the impact of these trends on occupational demand.

An examination of the data shows that nearly 55 percent of the state's private nonagricultural employment is concentrated in ten industries. Although the auto and directly auto-related industries continue to comprise a significant part of total private employment, over half of the state's top-ten employing industries are in the service-producing sector.

Industries targeted for training programs generally should be those experiencing employment growth over both the long and short-run period, since payroll expansion will have been more continuous and external recruiting to fill expansion needs will be taking place. Examination of data on industry projections as well as long and short-run employment trends indicate eleven industry groupings with favorable employment opportunities. Most of the favorable industry employment is in the service producing sector.

Industries considered as most favorable include rubber and plastic products, other retail trade (eating and drinking places), business services, other professional and personal services and hotels and lodging places.

Industry staffing patterns data can be used to analyze potential occupational employment impacts of industry growth. Job growth

experienced by an industry, given its occupational staffing, should result in some expansion in the employment of the more prominent occupations within the industry. An initial list of occupations with good employment and training potential may be developed using industry employment growth data and occupational staffing patterns. For Michigan, some of the more prominent occupations in this initial list include secretaries, guards, food service workers, waiters and waitresses and sales workers.

Final selection of occupations appropriate for employment and training, however, should be developed from a broad range of information, including supply to demand relationships, replacement demand, education-training requirements, licensing requirements, starting wage rates and expected annual income.

C. Area Population Trends

Population developments in a local area have important implications for current and future employment and training policy. The size and age distribution of an area's population is a major influence on its labor supply. Michigan's recent population developments point to a possible decline in its future labor supply. Michigan's population in 1980 totaled 9,262,078. Although this represented a 4.4 percent increase from the 1970 level, recent population estimates show a decrease. In 1985, the state's population was 9,088,341, which represents a two percent decline from the 1980 level.

Population developments were adversely affected by the state's severe economic recession between 1980 and 1983. Although the state's population has been increasing since 1984, the 1985 level is significantly lower than 1980 level.

TABLE I.A

TOTAL POPULATION

	1980	1985
United States	226,545,805	238,740,000
Michigan	9,262,078	9,088,341

Source: U. S. Bureau of the Census, total resident population.

The loss of population has been concentrated primarily in the state's larger metropolitan areas, especially in and around their central cities. Ten counties experienced population decline between 1980 and 1985. Those counties experiencing significant declines include Wayne, Saginaw, Macomb, Oakland, Genesee, and Berrien.

Despite population declines in some of Michigan's larger metropolitan areas, other large metropolitan areas and nonmetropolitan areas have been gaining population at comparatively faster rates. Twenty five counties have experienced continuous population increases since 1980. These include: Alcona, Allegan, Antrim, Barry, Clare, Emmet, Gladwin, Grand Traverse, Ionia, Iosco, Iron, Kalamazoo, Kalkaska, Kent, Lake, Leelanau, Missaukee, Montcalm, Montmorency, Newaygo, Otsego, Ottawa, Roscommon, St. Joseph and Wexford.

Information on the racial and ethnic composition of an area's population and family structure is important to understanding racial and ethnic differences in median family income, poverty and eligibility for income-conditioned programs such as JTPA Title II. Data on the racial and ethnic characteristics of the population and of households are presented in the following tables.

Michigan's racial makeup includes a higher proportion of whites and blacks than nationwide while other minority races are less represented. Michigan's 1980 racial distribution was 85 percent white, 13 percent black and 2 percent other races, compared to the national distribution of 83 percent white, 12 percent black and 5 percent other races. The state's hispanic population, at almost 2 percent of total, is significantly less well represented than it is nationally, at 6.4 percent.

FIGURE 1

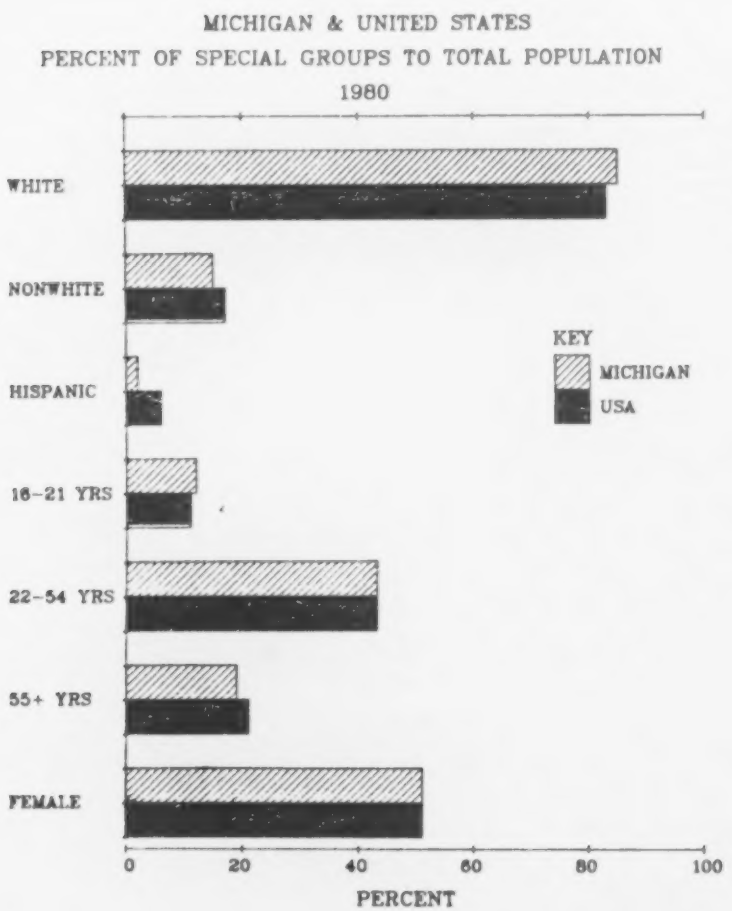

TABLE I.B

POPULATION CHARACTERISTICS
1980*

MICHIGAN

	1980	PERCENT OF TOTAL POPULATION
TOTAL POPULATION	9262078	100.0
SEX		
Male	4514957	48.7
Female	4747121	51.3
RACE/ETHNIC(1)		
White	7893278	85.2
Black	1197177	12.9
Native American	44919	0.5
Asian/Pacific Islander	62641	0.7
Other	64063	0.7
Hispanic	157626	1.7

*Source: 1980 Census of Population

(1) Note: 1970 and 1980 Census detail for racial categories is not comparable due to differences in enumeration procedures.

The changing age structure of the state's population is another demographic development with important implications for future labor force trends and replacement demands for workers.

Between 1970 and 1980, the state's overall population on average grew older. During this period, as the birth rate declined, the 1940-50 "baby boom" population reached prime working age. The 22-54 age group's proportion increased from 39 to 43 percent of total population, the 55+ age group increased from 17 to 19 percent and the 16-21 age group increased from approximately 11 to 12 percent. These developments indicate the state is likely to experience a relatively greater amount of job replacement demand due to retirements during the 1980's than any time in the recent past. In addition, relatively greater labor force growth should occur in the 22-54 age group.

TABLE 1.C

POPULATION AGE STRUCTURE
MICHIGAN

AGE GROUP	1970 PERCENT	1980 PERCENT
Under 10	19.5	15.2
10-13	8.8	6.9
14-15	4.4	3.7
16-17	4.1	3.9
18-19	3.7	3.9
20-21	3.2	3.9
16-21	10.9	11.7
22-24	4.6	5.7
25-34	12.1	16.4
35-44	11.3	11.1
45-54	11.3	10.1
55-64	8.5	9.3
65+	8.5	9.8

Source: 1980 Census

If labor force participation rates remain unchanged, then a declining population in the under 17 age group will mean that relatively fewer labor force entrants will need to be absorbed by the Michigan job market in the late 1980's.

During March 1980, there were 2,404,910 Michigan households. Of this total 410,746 households, or 17.1 percent, were headed by females. The share of Michigan households headed by women varies sharply by racial and ethnic group. Of all white, non-hispanic households in this state, only 13.3 percent are headed by women. Among black, native american and hispanic households, the ratio rises to 44.4 percent, 27.3 percent and 22.3 percent, respectively.

Other data detailing family poverty by race and ethnic characteristics indicate a relatively greater incidence of poverty among black, native american and hispanic families. In addition, more than half of the families with income below the poverty level are headed by females.

TABLE I.D

MICHIGAN HOUSEHOLDS

	TOTAL HOUSEHOLDS	FEMALE HOUSEHOLDS	PERCENT FEMALE
Total	2,404,910	410,746	17.1
White (Non-Hispanic)	2,069,993	275,766	13.3
Black (Non-Hispanic)	277,809	123,297	44.4
Native American (Non-Hispanic)	9,912	2,710	27.3
Asian and Pacific Islander (Non-Hispanic)	12,559	1,368	10.9
Other (Non-Hispanic)	927	96	10.4
Hispanic	33,710	7,509	22.3

Source: 1980 Census

TABLE I.E

MICHIGAN FAMILIES BELOW POVERTY

	TOTAL FAMILIES BELOW POVERTY	PERCENT OF ALL FAMILIES	PERCENT FEMALE WITH NO HUSBAND PRESENT
Total	198,391	8.2	54.5
White (Non-Hispanic)	124,306	6.0	43.5
Black (Non-Hispanic)	65,015	23.4	76.2
Native American (Non-Hispanic)	1,927	19.4	56.7
Asian and Pacific Islander (Non-Hispanic)	1,313	10.5	21.9
Other (Non-Hispanic)	116	12.5	29.3
Hispanic	5,714	17.0	54.0

Source: 1980 Census

II. LABOR MARKET DEVELOPMENTS

A. Labor Force Trends

Changing demographic and economic developments in an area produce changes in the size and composition of the civilian labor force, as well as in the number of individuals experiencing employment problems. Therefore, knowledge of these trends is critical to the identification of existing human resource problems, the selection of target groups and the design of appropriate human resource strategies. Although the 1982 recession was severest in Michigan with the state experiencing over five years of double-digit unemployment since 1980, the state's current labor market situation is significantly improved.

Data from the U. S. Department of Labor, Bureau of Labor Statistics Current Population Survey (CPS) for Michigan is presented in Table II.A. The data compares population and labor force between 1984 and 1985. This represents the most current and detailed annual average information available. During this period, Michigan's civilian noninstitutional population of working-age people, 16 years and older increased approximately 32,000 or five tenths of a percent. Over the same period, the state's labor force declined by 7,000. As a result , Michigan's aggregate civilian labor force participation rate declined by nearly a half point to 64.1 percent.

With an improving statewide economy, the total number of employed persons in the state increased between 1984 and 1985, rising by 49,000, or 1.3 percent. As the number of employed persons grew significantly, the total number of unemployed persons fell substantially. By 1985, the number of unemployed people declined by approximately 30,000, reducing the jobless rate from 9.5 percent to 8.2 percent.

To examine changes in the labor force behavior of key population subgroups in Michigan over time, annual average estimates from the CPS on the labor force status of men, women, teenagers, whites and blacks are presented in Table II.B. As the state's economy continues its recovery after the 1982 recession, civilian labor force participation rates declined for every group except teenagers between 1984 and 1985. The most significant decreases were experienced by blacks, whose rate fell by 1.5 points to 59.2 percent, and adult men, whose rate fell by 1.3 points to 76.9 percent. In Michigan, labor force participation rates are higher for males 20 and over compared to females 20 and over, and higher for whites than blacks.

In 1982, black labor force participants suffered unemployment rates 2.5 times as high as those of whites. The data reveal that blacks in Michigan continued to experience sharply higher relative rates of unemployment over the period 1984 to 1985. Estimated black unemployment rates ranged from 3.0 to 3.4 times those of whites during this period. While the estimated unemployment rates of both groups decreased between 1982 and 1984, the black unemployment rate remained 3.4 times as high as that of whites in the latter year.

Average teenage labor force behavior changed moderately between 1984 and 1985. Michigan's overall teenage labor force participation rate increased 1.2 points, to 61.1 percent. The teenage employment/population ratio also increased substantially, rising from 45.2 percent in 1984 to 47.5 percent in 1985. This increase was the compounded result of both a relatively high labor force participation rate, and a lower rate of unemployment.

TABLE II.A

POPULATION AND LABOR FORCE
1984 AND 1985
MICHIGAN

	1984	1985	NUMBER CHANGE	PERCENT CHANGE
Population 16+	6762	6794	+32	+0.5
LF Participation Rate	64.5	64.1	-0.4	XXX
Labor Force 16+	4359	4352	-7	-0.2
Employment	3871	3920	+49	+1.3
Unemployment	488	433	-55	-11.3
Rate (percent)	11.2	9.9	-1.3	XXX

Source: Current Population Survey - Michigan
Bureau of Labor Statistics

Note: Data in Thousands

B. Labor Force Projections

Additional labor force and employment growth is expected in Michigan over the next two years. However, the steady statewide reductions since 1982 in the levels and rates of unemployment are not projected to continue through PY 1987. The state jobless rate is expected to bottom out at nine percent in PY 1986, but cutbacks in manufacturing employment and continued labor force gains should result in an unemployment rate rise to 9.3 percent in PY 1987. Over the two year period, statewide employment is projected to increase by 2.6 percent to 4,047,000 (see Table II.C), and the state labor force will grow by over 100,000 or 2.5 percent.

TABLE II.B

LABOR FORCE STATUS
1984 AND 1985
MICHIGAN

	1984	1985	NUMBER CHANGE	PERCENT CHANGE
Men 20+				
Labor Force	2263	2260	-3	-0.1
LF Participation Rate	78.2	76.9	-1.3	XXX
Employment	2047	2074	+27	+1.3
Unemployment	216	186	-30	-13.9
Rate (percent)	9.5	8.2	-1.3	XXX
Women 20+				
Labor Force	1712	1719	+7	+0.4
LF Participation Rate	53.1	53.0	-0.1	XXX
Employment	1534	1555	+21	+1.4
Unemployment	178	164	-14	-7.9
Rate (percent)	10.4	9.5	-0.9	XXX
Youth 16-19				
Labor Force	384	373	-11	-2.9
LF Participation Rate	59.9	61.1	+1.2	XXX
Employment	290	290	0	0
Unemployment	94	83	-11	-11.7
Rate (percent)	24.5	22.2	-2.3	XXX
White 20+				
Labor Force	3487	3498	+11	+0.3
LF Participation Rate	65.6	65.1	-0.5	XXX
Employment	3206	3258	+52	+1.6
Unemployment	281	241	-40	-14.2
Rate (percent)	8.1	6.9	-1.2	XXX
Black 20+				
Labor Force	440	427	-13	-3.0
LF Participation Rate	60.7	59.2	-1.5	XXX
Employment	334	324	-10	-3.0
Unemployment	106	102	-4	-3.8
Rate (percent)	24.1	24.0	-0.1	XXX

Source: Current Population Survey - Michigan

Note: Data in Thousands.

TABLE II.C

LABOR FORCE PROJECTIONS

MICHIGAN

	PY 1985 7/85-6/86	PY 1986 7/86-6/87	PY 1987 7/87-6/88
Labor Force	4352	4396	4462
Employment	3943	4001	4047
Unemployment	409	395	415
Rate (percent)	9.4	9.0	9.3

Source: Michigan Employment Security Commission

Note: Data in Thousands

TABLE II.D

CIVILIAN LABOR FORCE BY AGE, SEX AND RACE
PROGRAM YEAR 1987

MICHIGAN

	Civilian Labor Force	Total Employment	Unemployment	
			Number	Rate
Area Total	4462000	4047000	415000	9.3
16-19	365590	289075	76515	20.9
20-21	259599	222185	37414	14.4
22-54	3309099	3032137	276962	8.4
55-64	441002	419283	21719	4.9
65+	86710	84356	2354	2.7
Male	2507150	2271052	236098	9.4
Female	1954850	1775984	178866	9.1
White	3903764	3613093	290671	7.4
Nonwhite	558236	433943	124293	22.3

Source: Michigan Employment Security Commission
Bureau of Research and Statistics

Note: Detail may not sum to area total due to rounding.

III. EMPLOYMENT STRUCTURE AND DEVELOPMENTS

A. Industry Structure

Identification of current area employment structure and trends over time is an important task of local human resource planners in the development of effective employment and training programs. The following analysis is designed to provide insight into the current level and industrial composition of employment and to identify the dominant sources of employment growth over time at the state level.

For a general overview of industry employment composition, Figure 2 compares the statewide structure to that of the nation. The most significant difference between industry employment in Michigan and the U.S. is the larger proportion of jobs supplied by the state's manufacturing sector. During PY 1985, manufacturing jobs accounted for 28 percent of total industry employment statewide, well in excess of the national percentage of 20 percent. Employment is relatively greater nationally in construction, transportation, communications and utilities, wholesale trade, finance, insurance, real estate and services. A further distinction between national and statewide employment is that nationally the services industry has surpassed manufacturing as the major sector industry employer, while statewide, manufacturing sector employment remains well above the level supplied by the service industry.

More detailed analysis of industry employment structure can be made using data from the MESC ES-202 system. This data is very comprehensive since it is based on employment information collected on over 90 percent of Michigan firms. The data is useful in facilitating the identification of specific industry sources of concentrated employment necessary for OJT marketing, job placement and job development activities. Table III.A presents private industry employment data from the 2nd quarter 1985 ES-202 system at the two-digit Standard Industrial Classification (SIC) level. An examination of the data shows that nearly one-third of the state's private industry employment is concentrated in three industries. These industries are transportation equipment, 12.1 percent; medical and other health, 8.8 percent; eating and drinking places, 7.3 percent; and business services, 5.3 percent. Table III.B lists the state's top ten industries, which represent 54.5 percent of private wage and salary employment.

B. Industry Employment Trends

Once area industry structure is analyzed and prominent employment sectors identified, an important second step in determining employment opportunities is the assessment of recent trends in industry employment. Table III.C reflects Current Employment Statistics (CES) survey data for PY 1980-1985. Current Employment Statistics data is based on the monthly BLS-790 survey which collects employment and payroll data on area firms. Absolute and relative job generating performance can be identified by comparing industry employment levels over time.

FIGURE 2

MICHIGAN & UNITED STATES EMPLOYMENT BY INDUSTRY AS A PERCENT OF TOTAL WAGE & SALARY EMPLOYMENT PY-- 1985

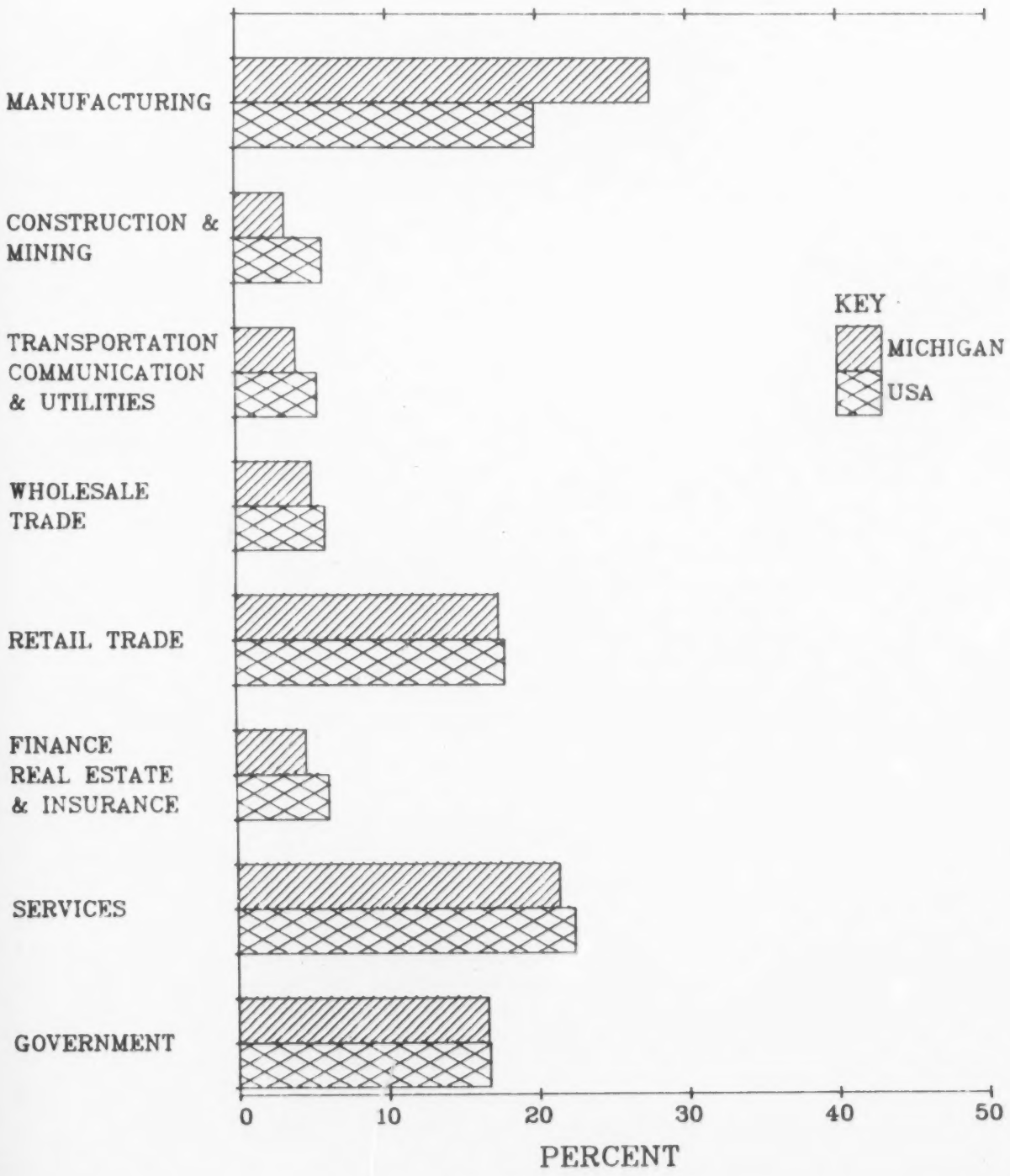

TABLE III.A

PRIVATE INDUSTRY EMPLOYMENT ANALYSIS
1985

STATE OF MICHIGAN

SIC	INDUSTRY TITLE	2ND QUARTER EMPLOYMENT NUMBER	PERCENT OF TOTAL
	TOTAL	2909471	100.0
01	AGRICULTURE-CROPS	10279	0.4
02	AGRICULTURE-LIVESTOCK	1244	0.0
07	AGRICULTURE SERVICES	13115	0.5
08	FORESTRY	P	P
09	FISHERIES	145	0.0
10	METAL MINING	P	P
13	CRUDE PETROLEUM AND NAT GAS	4489	0.2
14	NONMETALLIC MINING, QUARRYING	2946	0.1
15	GENERAL BUILDING CONTRACTORS	26273	0.9
16	GENERAL CONTRACTORS, EXC BLDG	12742	0.4
17	SPECIAL TRADE CONTRACTORS	67346	2.3
20	FOOD AND KINDRED PRODUCTS	44306	1.5
22	TEXTILE MILL PRODUCTS	1573	0.1
23	APPAREL, TEXTILE PRODUCTS	21764	0.7
24	LUMBER AND WOOD PROD	12561	0.4
25	FURNITURE AND FIXTURES	26316	0.9
26	PAPER AND ALLIED PRODUCTS	20460	0.7
27	PRINTING AND PUBLISHING	37764	1.3
28	CHEMICAL AND ALLIED PRODUCTS	40417	1.4
29	PETROLEUM AND COAL PRODUCTS	2589	0.1
30	RUBBER, MISC PLASTIC PRODUCTS	43774	1.5
31	LEATHER PRODUCTS	P	P
32	STONE, CLAY, GLASS PROD	17155	0.6
33	PRIMARY METAL PROD	51469	1.8
34	FABRICATED METAL PROD	123032	4.2
35	MACHINERY, NONELECTRICAL	133887	4.6
36	ELECTRICAL MACHINERY	35729	1.2
37	TRANSPORTATION EQUIP	351771	12.1
38	MEASURING AND CONTROLLING INSTR	14554	0.5
39	MISC MANUFACTURING	7336	0.3
40	RAILROADS, RAILWAY EXPRESS	214	0.0
41	LOCAL INTERURBAN TRANSIT	3906	0.1
42	TRUCKING AND WAREHOUSING	41573	1.4
44	WATER TRANSPORTATION	1764	0.1
45	AIR TRANSPORTATION	8753	0.3
46	PIPELINES	268	0.0

TABLE III.A, (Continued)

PRIVATE INDUSTRY EMPLOYMENT ANALYSIS

SIC	INDUSTRY TITLE	2ND QUARTER EMPLOYMENT NUMBER	2ND QUARTER EMPLOYMENT PERCENT OF TOTAL
47	TRANSPORTATION SERVICES	7433	0.3
48	COMMUNICATIONS	35370	1.2
49	UTILITIES, SANITARY SERVICES	35547	1.2
50	WHOLESALE TRADE-DURABLES	109146	3.8
51	WHOLESALE TRADE-NONDURABLES	62921	2.2
52	BUILDING MATERIALS	23498	0.8
53	GENERAL MERCHANDISE, TOTAL	84481	2.9
54	FOOD AND DAIRY STORES	88232	3.0
55	AUTO DEALERS, GAS STATIONS	73553	2.5
56	APPAREL AND ACCESSORIES	35716	1.2
57	FURNITURE	23464	0.8
58	EATING AND DRINKING PLACES	213624	7.3
59	MISC RETAIL TRADE STORES	70499	2.4
60	BANKING	53325	1.8
61	CREDIT AGENCIES	22150	0.8
62	SECURITY AND COMMODITY BROKERS	5448	0.2
63	INSURANCE	34982	1.2
64	INSURANCE AGENTS AND BROKERS	15051	0.5
65	REAL ESTATE	23769	0.8
66	REAL ESTATE INSURANCE AND LOAN OFF	230	0.0
67	HOLDING AND OTHER INVESTMENT OFF	2043	0.1
70	HOTELS AND LODGING PLACES	25623	0.9
72	OTHER PERSONAL SERVICES, TOTAL	35841	1.2
73	BUSINESS SERVICES	155464	5.3
75	AUTOMOBILE REPAIR SERVICES	26940	0.9
76	OTHER REPAIR SERVICES	13182	0.5
78	MOTION PICTURES, THEATERS	4667	0.2
79	MISC ENTERTAINMENT	27708	1.0
80	MEDICAL, OTHER HEALTH	256824	8.8
81	LEGAL SERVICES	21501	0.7
82	EDUCATION SERVICES	17756	0.6
83	SOCIAL SERVICES	39969	1.4
84	MUSEUMS, ART GALLERIES, ZOOS	1338	0.0
86	NONPROFIT ORGANIZATIONS	24548	0.8
88	PRIVATE HOUSEHOLDS	3156	0.1
89	OTHER PROF, RELATED SERVICES	47022	1.6

P - Protected Information

Source: Michigan Employment Security Commission
Bureau of Research and Statistics - ES202

TABLE III.B

TOP TEN
PRIVATE INDUSTRIES IN EMPLOYMENT
1985

MICHIGAN

SIC	INDUSTRY TITLE	2ND QUARTER EMPLOYMENT NUMBER	2ND QUARTER EMPLOYMENT PERCENT OF TOTAL
	STATEWIDE TOTAL	2909493	100.0
37	TRANSPORTATION EQUIP.	351771	12.1
80	MEDICAL OTHER HEALTH	256824	8.8
58	EATING AND DRINKING PLACES	213624	7.3
73	BUSINESS SERVICES	155464	5.3
35	NONELECTRICAL MACHINERY	133887	4.6
34	FABRICATED METAL PRODUCTS	123032	4.2
50	WHOLESALE TRADE-DURABLES	109146	3.8
54	FOOD AND DAIRY STORES	88232	3.0
53	GENERAL MERCHANDISE STORES	84481	2.9
55	AUTO DLRS. AND GAS STATIONS	73553	2.5

Source: Michigan Employment Security Commission
Bureau of Research and Statistics - ES202

Examination of Table III.C reveals that overall private wage and salary employment in the state increased by approximately 179,550 jobs, or 6.5 percent over the 1980-1985 period. Several industries experienced significant job growth in terms of absolute numbers. These industries included printing, rubber and plastics, services, wholesale durables and nondurables, other retail trade and finance, real estate and insurance.

One caveat to observe when analyzing this industry data is the impact of a MESC reclassification of industry codes from 1983 through 1986 for some manufacturing and nonmanufacturing firms. In the SIC reclassification process, businesses are reviewed periodically for major industry function and product sales. Based upon this review, industry codes may change. Total durable and nondurable wholesale trade employment was significantly increased by the reclassification process, with corresponding decreases in other industry totals. Since the data for the years prior to 1983 do not reflect these changes, the increased employment levels between 1980 and 1985 are not completely due to real job growth. Therefore, although employment in wholesale trade has

increased between 1980 and 1985, the magnitude is not as great as is indicated by the figures.

Another caution to observe when analyzing industry data is that industry employment changes may not be indicative of all firms in a particular industry, or for that industry in all geographic areas. For example, much of the significant employment increase experienced in the other transportation equipment industry resulted from a single plant expansion in the Detroit metropolitan area. Therefore, the increase did not represent an across-the-board increase for all firms in that industry throughout the state.

TABLE III.C

AREA INDUSTRY EMPLOYMENT TRENDS

MICHIGAN

INDUSTRY NAME	SIC	PY 1980	PY 1981	PY 1982	PY 1983	PY 1984	PY 1985
Mining	14	12099	11679	9010	9448	10308	10573
Construction	15-17	109965	95081	86695	89710	93663	105906
Food Products	20	47558	45564	45517	45739	45850	46536
Textile Products	22-23	19446	18028	17765	20074	21367	21175
Lumber/Wood Prods.	24	11127	9914	10064	11721	12267	12090
Furniture	25	22611	22317	21213	24013	25231	26181
Paper	26	21431	21114	20063	20918	20872	20688
Printing	27	32843	32383	33136	35319	37927	38907
Chemicals	28	43594	42674	40341	40045	40984	40820
Refining	29	3268	3063	3193	2547	2307	2338
Rubber/Plastics	30	28884	27828	28536	34117	39524	42889
Leather	31	3435	3097	2890	2839	2715	2492
Stone/Clay/Glass	32	18443	16130	15041	16621	17620	18202
Primary Metals	33	65484	57683	48902	52012	53092	51204
Fab. Metals	34	115297	108054	98921	111719	120922	119180
Nonelect. Mach.	35	156107	148390	119502	122424	132060	131215
Elect. Mach.	36	33529	31132	30260	32473	35222	36268
Motor Veh. & Eqpt.	371	326436	305297	285722	313783	331853	332056
Other Trans. Eqpt.	372-379	14695	15778	16883	18637	19242	20351
Instruments	38	13551	13067	12853	13359	14252	13690
Misc. Durables	39	8419	7729	6717	7114	7383	7385
Railroads	40	13708	12945	11258	10490	9832	9211
Trans. Comun. & Ut.	41-49	135001	130753	129604	129294	131079	134740
Wholesale Durables	50	102170	99703	95746	103509	108312	112478
Wholesale Nondur.	51	57340	55063	54568	57931	62792	64686
Department Stores	53	86681	83162	82925	85414	90247	88451
Other Retail Trade	52,54-59	476129	462962	463409	483193	504929	526880
Fin., R.E. and Ins.	60-67	155966	152580	151185	152202	157782	164648
Services	70-89	648037	655236	657269	692858	726444	761564

Source: Michigan Employment Security Commission, CES

Note: Data in Thousands

With these factors in mind, once industries experiencing long-term growth are identified (Table III.D), it is then necessary for human resource planners with agencies providing on-the-job training and short-term classroom training to review employment trends for those industries over the most recent year for which data are available. Those industries experiencing current growth that have not achieved net employment growth over the longer run may simply be reabsorbing a pool of labor which was laid off during the recent period of economic slack. Firms heavily unionized, particularly those in manufacturing, frequently have to abide by recall rights provisions of their collective bargaining agreements before hiring new workers.

TABLE III.D

LONG RUN
FAVORABLE EMPLOYMENT
INDUSTRIES

MICHIGAN

SIC	INDUSTRY TITLE	CHANGE PY 1980 TO PY 1985	
		NUMBER	PERCENT
	TOTAL, ALL INDUSTRIES	179550	6.5
22-23	TEXTILE PRODUCTS	1729	8.9
24	LUMBER AND WOOD PRODUCTS	963	8.7
25	FURNITURE	3570	15.8
27	PRINTING	6064	18.5
30	RUBBER AND PLASTICS	14005	48.5
34	FABRICATED METALS	3883	3.4
36	ELECTRICAL MACHINERY	2739	8.2
371	TRANSPORTATION EQUIPMENT	5620	1.7
372-379	OTHER TRANSPORTATION EQUIP.	5656	38.5
50	WHOLESALE DURABLES	10308	10.1
51	WHOLESALE NONDURABLES	7346	12.8
53	DEPARTMENT STORES	1770	2.0
52,54-59	OTHER RETAIL TRADE	50751	10.7
60-67	FIN, REAL EST. AND INS.	8682	5.6
70-89	SERVICES	113527	17.5

Source: Michigan Employment Security Commission
Bureau of Research and Statistics

The best candidates for training programs generally are those industries experiencing current growth as well as growth over the long-run period, since payroll expansion will have been more continuous and external recruitment efforts to fill expansion needs will be taking place. Table III.E reflects those long-run growth industries which also recorded job growth over the short-run period. However, all of these industries are not necessarily target industries for newly trained workers. Currently those industries which are the best targets for employment and training are services (business, other professional and personal), other retail trade (eating and drinking places), rubber and plastics and hotels and lodging places.

TABLE III.E

FAVORABLE EMPLOYMENT
INDUSTRIES

MICHIGAN

SIC	INDUSTRY TITLE	EMPLOYMENT PY 1984	EMPLOYMENT PY 1985	NUMERIC CHANGE	VERT. PERCENT DIST.
	TOTAL	2049258	2126908	77650	100.0
25	FURNITURE	25231	26181	950	1.2
27	PRINTING	37927	38907	980	1.3
30	RUBBER AND PLASTICS	39524	42889	3365	4.3
36	ELECTRICAL MACHINERY	35222	36268	1046	1.3
371	TRANSPORTATION EQUIP.	331853	332056	203	0.3
379	OTHER TRANSP. EQUIP.	19242	20351	1109	1.4
50	WHOLESALE DURABLES	108312	112478	4166	5.4
51	WHOLESALE NONDURABLES	62792	64686	1894	2.4
52,54-59	OTHER RETAIL TRADE	504929	526880	21951	28.3
60-67	FINANCE, REAL EST. AND INS.	157782	164648	6866	8.8
70-89	SERVICES	726444	761564	35120	45.2

Source: Michigan Employment Security Commission
Bureau of Research and Statistics

In fact, these industries accounted for nearly 78 percent of the employment growth for the industries reflected in Table III.E. Particularly outstanding is the services industry which registered the fastest rate of growth of any major industry in Michigan over the last decade, due to job gains in business, legal, social and other professional services. Other retail trade industry which include eating and drinking places , food and dairy stores and all other retail establishments, suffered employment losses during the recent recession but rebounded strongly in PY 1984 and PY 1985.

Although reflected in Table III.E, the wholesale trade industry is not targeted, because most of the employment growth indicated resulted from the MESC industry reclassification process.

As Table III.F indicates, industry employment projections through PY 1987 show above average job growth in all the targeted industries. Wage and salary employment between PY 1985 and PY 1987 is expected to increase by nearly four percent, or 126,000 jobs. This growth will be concentrated in the service-producing industries, particularly services and trade.

Between PY 1985-1987, services employment is expected to increase by 50,000, representing nearly 40 percent of nonagricultural job growth. Industries within services expected to provide increased job opportunities include business and legal services, social services, (i.e., day care and group homes), and other professional services, (i.e., accounting, bookkeeping and engineering). A notable exception in the services industry is the medical services industry, which is not expected to record continued significant job growth, partly due to an expected leveling off of hospital employment. The wholesale and retail trade industries are expected to provide additional job opportunities, particularly eating and drinking places, and miscellaneous retail trade, (i.e., drug and liquor stores, sporting goods and florists). Over the two-year period, job gains in services and trade will account for over 90 percent of nonagricultural job growth.

TABLE III.F

INDUSTRY EMPLOYMENT PROJECTIONS

MICHIGAN

	PY 1985	PY 1986	PY 1987	CHANGE PY 1985 TO PY 1987	
				NUMBER	PERCENT
Total	3534	3592	3660	126	3.6
Goods Producing Industries	1091	1084	1092	1	0.1
Manufacturing	976	960	965	-11	-1.1
Construction and Mining	115	124	127	12	10.4
Service Producing Industries	2443	2508	2568	125	5.1
Trans.,Commun.,Utils.	143	147	148	5	3.5
Wholesale Trade	177	182	186	9	5.1
Retail Trade	615	633	651	36	5.9
Finance,Ins.,Real Estate	164	171	177	13	7.9
Services	757	784	807	50	6.6
Government	587	591	599	12	2.0

Source: Michigan Employment Security Commission
Bureau of Research and Statistics

C. Occupational Trends

Job openings reflect demand in different occupational areas. Demand arises from growth in employment and also from the need to replace individuals who leave an occupation as a result of death or retirement. The following analysis will primarily focus on job openings due to growth.

Once major sources of industry employment growth have been identified, it is then possible to assess the occupational employment impacts of such growth. Industry staffing patterns data can be used to analyze potential occupational employment impacts of industry growth. The industry staffing patterns data is produced in this state by the Michigan Employment Security Commission's Occupational Employment Statistics (OES) survey program. Findings on statewide occupational staffing patterns for selected growth industries highlighted in the previous section are reflected in Table III.G.

The occupational structure of these individual industries varies quite significantly. For example, hotels and eating and drinking places use relatively large numbers of service workers. Nearly 66 percent and 86 percent, respectively, of all wage and salary workers employed in these industries are service workers. In contrast, firms in misc. plastic products and other professional services employ relatively few service workers in operating their businesses. In the misc. plastic product industry, a significant proportion of employment is operating and maintenance personnel (78 percent), while other professional service employment primarily consists of prof. technical workers (59 percent) and clerical workers (20 percent).

Job growth experienced by these industries given their occupational staffing patterns should result in some expansion in the employment of the more prominent occupations within such industries. As previously indicated, employment expansion in the industries targeted for further analysis will have occupational impacts that are unique to each industry. For example, the occupational impact of employment expansion in misc. plastic products will largely benefit operating and maintenance workers who comprise nearly 78 percent of total jobs in the industry. Job growth in eating and drinking places should increase the demand for service workers, who account for 86 percent of employment in that industry.

Although many of the service industries such as business and other professional services tend to have relatively more employment opportunities for high level professionals, technicians and managerial workers, a significant part of the workforce in some of these industries is comprised of clerical and service workers. As a result, job growth in these industries would also create additional clerical and service jobs.

More specific numerical estimates of the impact of industry employment growth on occupational employment requirements are reflected in Table III.H. These estimates were derived by applying the occupational

TABLE III.G

OCCUPATIONAL STAFFING PATTERNS
FOR TARGETED INDUSTRIES

MICHIGAN

OCCUPATIONAL GROUP	INDUSTRY					
	MISC. PLASTIC PRODUCTS	EAT& DRINK PLACES	BUSINESS SERVICES	HOTELS LODGING	OTHER PERS. SERVICES	OTHER PROF. SERVICES
Prof. Tech. Kindred Workers	4.3	0.4	15.7	2.3	5.6	59.0
Accountant	-	-	-	-	-	12.5
Drafter	-	-	0.9	-	-	16.7
Paralegal Personnel	-	-	-	-	-	-
Managers	5.6	8.4	10.3	7.4	9.9	10.8
Sales Workers	2.3	0.6	3.8	0.9	2.4	1.2
Sales Clerks	-	-	-	-	-	-
Clerical Workers	9.0	4.7	27.8	14.4	16.8	20.0
Secretaries	1.8	-	3.7	0.9	1.0	4.1
Typists	-	-	2.5	-	-	2.1
General Clerk	1.1	-	2.7	7.8	9.5	2.4
Cashier	-	3.2	-	1.3	0.2	-
Stock Clerk, Stockroom	-	-	-	0.1	0.3	-
Ship. and Rec. Clerk	1.8	-	-	0.3	0.1	-
Operating & Maintenance	77.6	0.4	14.2	9.4	27.8	8.2
Maintenance Repair	-	-	-	2.0	0.9	-
Delivery/Route Wkr	-	-	-	-	3.7	-
Stock Clerk, Sales Flr	8.7	-	-	-	-	-
Plas. Mid-cast Mach. Op.	23.6	-	-	-	-	-
Asm. and Fab. Worker	9.1	-	-	-	-	-
Service Workers	-	85.6	28.2	65.7	37.4	0.9
Janitors	-	1.5	12.6	4.0	1.9	-
Guards	-	-	12.1	0.6	-	-
Fast Food Serv. Wkr	-	22.1	-	-	-	-
Bartender/Helper	-	-	-	7.5	-	-
Waiter/Waitress	-	26.2	-	15.7	-	-
Cosmet./Hairsty.	-	-	-	-	20.8	-
Instr./Reducing	-	-	-	-	4.6	-
Cook, Restaurant	-	5.4	-	5.7	-	-
Cook, Short Order	-	7.7	-	1.0	-	-
Maid	-	-	0.7	17.1	0.9	-

Source: Michigan Employment Security Commission Bureau of Research and Statistics
Occupational Employment Statistics - Michigan

employment coefficients from the OES survey to industry employment growth between 1981 and 1985.

The industry and occupational employment data in Table III.H reflect relative differences in occupational openings. For example, in the six target industries listed there were significantly more openings generated due to growth for sales workers, waiters and waitresses, secretaries, and food service workers than for other occupations. In addition the table indicates the industries in which these job openings were concentrated. For example, significantly more openings were generated for secretaries in business services than in other professional services or misc. plastic products.

A broad range of information should be used to analyze employment and training potential. One additional consideration is supply/demand. Information on occupational supply/demand is required by employment and training planners to insure that programs meet labor market needs and that training is directed at occupations with good employment prospects. The Michigan Employment Security Commission publication entitled Michigan Occupational Supply and Demand examines a variety of occupations and the relationship between the current supply of trained or experienced workers and the current and projected demand. Table III.H summarizes the supply/demand outlook from this report for several of the primary occupations in the targeted industries. The terms used to indicate long-term supply/demand outlook include:

1. AVERAGE - where occupational supply and demand are in balance.

2. FAVORABLE - where demand exceeds supply.

3. UNFAVORABLE - where supply exceeds demand.

Table III.H indicates, for example, very poor placement opportunities for drafters. Although there were a significant number of openings generated for drafters, its supply/demand outlook is poor. The supply of drafters from institutional sources is expected to exceed anticipated openings.

The findings of this analysis can be used to develop initial lists of occupations for which classroom training and on-the-job training may be provided. Final selection, however, should also take into consideration openings that will be generated from replacement demand. A large number of replacement openings will be generated in those industries not expanding but whose workforce comprise a significant proportion of total employment. Such industries include any of the top ten employment industries (see Table III.B) whose employment is stable, but have not experienced job growth.

Final selection of occupations should also take into consideration additional information on formal educational and training requirements, licensing requirements, starting wage rates, and expected annual incomes. Planners can consult the Michigan Occupational Supply and Demand report and local sources for this information.

TABLE III.H

EMPLOYMENT GROWTH
FOR SELECTED INDUSTRIES/OCCUPATIONS
1981 - 1985

OCCUPATION	INDUSTRY						TOTAL GROWTH OPENINGS	LONG-TERM SUPP/DEM OUTLOOK
	MISC. PLASTIC PRODS.	EAT& DRINK PLACES	HOTELS LODGING	BUSINESS SERVICES	OTH. PERS. SERVICES	OTH. PROF. SERVICES		
Accountant	-	-	-	-	-	685	685	Favorable
Sales Workers	267	155	21	2383	30	66	2922	Average
Cashier	-	827	30	-	2	-	859	Average
Stock Clerk, Stockroom	-	-	2	-	1	-	3	Average
Janitor	-	388	93	-	23	-	504	Favorable
Food Service Worker	-	5709	-	-	-	-	5709	Favorable
General Clerk	128	-	182	-	-	132	442	Average
Delivery Route Worker	-	-	-	-	46	-	46	N.A.
Waiter / Waitress	-	6769	-	-	-	-	6769	Favorable
Secretary	209	-	21	2320	12	225	2787	Favorable
Typist	-	-	-	1568	117	115	1800	Average
Guard	-	-	14	7589	-	-	7603	Favorable
Maintenance Repairer	-	-	47	-	11	-	58	Favorable
Bartender/Helper.	-	-	175	-	-	-	175	Favorable
Cosmet./Hairsty.	-	-	-	-	256	-	256	Unfavorable
Instr./Reducing	-	-	-	-	57	-	57	N.A.
Cook. Short Order	-	1989	23	-	-	-	2012	Favorable
Cook, Restaurant	-	1395	133	-	-	-	1528	Favorable
Drafter	-	-	-	564	-	915	1479	Unfavorable
Maid	-	-	399	439	11	-	849	Favorable
Clerk, Ship. and Rec.	209	-	7	-	3	-	219	Average
Plas. mid-cast Mach Op.	2744	-	-	-	-	-	2744	Favorable
Asm. and Fab. Worker	1058	-	-	-	-	-	1058	Favorable

Source: Michigan Employment Security Commission
Occupational Employment Statistics - Michigan

The Michigan Employment Security Commission also generates detailed statistics on projected occupational employment. A complete list of occupational projections for Michigan and several state SDA's and regions can be obtained from the MESC publication Michigan Occupational Forecasts 1990.

IV. JTPA TARGET POPULATION GROUPS

This chapter contains tables that are designed to provide employment and training planners with the basic information on target population groups as specified in Title II of the Job Training Partnership Act (JTPA). Title II mandates job training programs for economically disadvantaged and other individuals facing barriers to employment to facilitate their entry into permanent private sector employment. This chapter has been designed to meet the planning guidelines established by the Michigan Department of Labor, Bureau of Employment and Economic Development, in order to implement the provisions of Title II.

The tables in Section I contain information on the eligible population in the service delivery area. The eligible population consists of those individuals who are economically disadvantaged. This is the primary target group as JTPA legislation requires that at least 90 percent of participants served be economically disadvantaged. The tables provide 1984 demographic information on the local area's economically disadvantaged population and labor force. In addition, cross-tabulated information by age, race and sex on the population and labor force is provided. This information may be used to evaluate the local area's universe of need in terms of overall funding and distribution of services. The information is also a necessary component in the determination of program planning and delivery.

The second section of the chapter includes tables which are presented to assist in analyzing other target population groups that may be served under the JTPA "ten percent provision". This provision stipulates that up to ten percent of the participants in all training programs may be individuals who are not economically disadvantaged but have encountered barriers to employment. The tables within this section provide estimates for those groups specifically identified in the legislation. However, the legislation does not limit its coverage to those specifically identified. The information in these tables may be used to evaluate those groups within the "ten percent provision" category most in need of training services.

The third section in the chapter contains special tables that address JTPA operational and equity issues. The first table reflects the ratio of government to wage and salary employment. This information is used to regulate the distribution of participants in on-the-job training between private and government employment. The second table reflects the ratio of private employment to population. This information is one of several criteria used to justify administrative costs in excess of the 30 percent limitation. The last table in the section provides information on welfare recipients and may be useful for additional program planning.

For a more complete description of the source data and methodology, please refer to the following chapter on table descriptions.

SECTION 1

JTPA TITLE II
ELIGIBLE POPULATION

TITLE II ELIGIBLE POPULATION
LABOR FORCE ADJUSTED ECONOMICALLY DISADVANTAGED
1984

AREA: STATE OF MICHIGAN

	TOTAL ECONOMICALLY DISADVANTAGED	LABOR FORCE ADJUSTED ECONOMICALLY DISADVANTAGED	
		NUMBER	PERCENT DISTRIBUTION
TOTAL 14+ (1)	1226988.	741742.	100.0
MALE	474885.	344828.	46.5
FEMALE	752103.	396914.	53.5
AGE GROUP			
14-15	54974.	N.A.	N.A.
16-19	127416.	73883.	10.0
20-21	76268.	54870.	7.4
22-54	734177.	552726.	74.5
55-64	108454.	51944.	7.0
65 +	125699.	8319.	1.1
RACE/ETHNIC			
WHITE	819601.	515840.	69.5
BLACK	358190.	196858.	26.5
AM INDIAN	10847.	6514.	0.9
AS/PAC ISLE	7365.	4422.	0.6
HISPANIC	30985.	18108.	2.4

(1)
NOTE: Labor force data apply only to persons 16 years old and older.

SOURCE: Michigan Employment Security Commission

ECONOMICALLY DISADVANTAGED
(ELIGIBLE POPULATION)

1984

SDA: STATE OF MICHIGAN

TOTAL	AGE GROUP	WHITE	BLACK	AM INDIAN	AS PACIFIC	HISPANIC	TOTAL
	14 - 15	31048.	20866.	531.	404.	2125.	54974.
	16 - 19	80819.	40211.	1596.	522.	4268.	127416.
	20 - 21	54049.	19131.	756.	427.	1905.	76268.
	22 - 44	411835.	187899.	6200.	4581.	16690.	627205.
	45 - 54	69521.	33185.	682.	502.	3082.	106972.
	55 - 64	76747.	29008.	453.	350.	1896.	108454.
	65 +	95582.	27890.	629.	579.	1019.	125699.
	TOTAL	819601.	358190.	10847.	7365.	30985.	1226988.

MALE	AGE GROUP	WHITE	BLACK	AM INDIAN	AS PACIFIC	HISPANIC	TOTAL
	14 - 15	15473.	9669.	285.	201.	1040.	26668.
	16 - 19	36542.	15882.	584.	195.	2185.	55388.
	20 - 21	21986.	5798.	236.	202.	618.	28840.
	22 - 44	161025.	74302.	2426.	2170.	6898.	246821.
	45 - 54	28500.	12624.	292.	216.	1457.	43089.
	55 - 64	27177.	9669.	181.	161.	915.	38103.
	65 +	27688.	7533.	216.	191.	348.	35976.
	TOTAL	318391.	135477.	4220.	3336.	13461.	474885.

FEMALE	AGE GROUP	WHITE	BLACK	AM INDIAN	AS PACIFIC	HISPANIC	TOTAL
	14 - 15	15575.	11197.	246.	203.	1085.	28306.
	16 - 19	44277.	24329.	1012.	327.	2083.	72028.
	20 - 21	32063.	13333.	520.	225.	1287.	47428.
	22 - 44	250810.	113597.	3774.	2411.	9792.	380384.
	45 - 54	41021.	20561.	390.	286.	1625.	63883.
	55 - 64	49570.	19339.	272.	189.	981.	70351.
	65 +	67894.	20357.	413.	388.	671.	89723.
	TOTAL	501210.	222713.	6627.	4029.	17524.	752103.

ECONOMICALLY DISADVANTAGED
LABOR FORCE

1984

SDA: STATE OF MICHIGAN

TOTAL	AGE GROUP	WHITE	BLACK	AM INDIAN	AS PACIFIC	HISPANIC	TOTAL
	14 - 15	0.	0.	0.	0.	0.	0.
	16 - 19	50113.	20364.	835.	221.	2350.	73883.
	20 - 21	41530.	11316.	510.	246.	1268.	54870.
	22 - 44	328774.	130548.	4484.	3326.	11253.	478385.
	45 - 54	51828.	19458.	463.	383.	2209.	74341.
	55 - 64	37064.	13557.	179.	189.	955.	51944.
	65 +	6531.	1615.	43.	57.	73.	8319.
	TOTAL	515840.	196858.	6514.	4422.	18108.	741742.

MALE	AGE GROUP	WHITE	BLACK	AM INDIAN	AS PACIFIC	HISPANIC	TOTAL
	14 - 15	0.	0.	0.	0.	0.	0.
	16 - 19	22218.	7908.	337.	78.	1203.	31744.
	20 - 21	17736.	4123.	188.	104.	483.	22634.
	22 - 44	151670.	62051.	2171.	1824.	6177.	223893.
	45 - 54	26477.	9239.	245.	203.	1257.	37421.
	55 - 64	18128.	5744.	98.	115.	583.	24668.
	65 +	3544.	821.	27.	37.	39.	4468.
	TOTAL	239773.	89886.	3066.	2361.	9742.	344828.

FEMALE	AGE GROUP	WHITE	BLACK	AM INDIAN	AS PACIFIC	HISPANIC	TOTAL
	14 - 15	0.	0.	0.	0.	0.	0.
	16 - 19	27895.	12456.	498.	143.	1147.	42139.
	20 - 21	23794.	7193.	322.	142.	785.	32236.
	22 - 44	177104.	68497.	2313.	1502.	5076.	254492.
	45 - 54	25351.	10219.	218.	180.	952.	36920.
	55 - 64	18936.	7813.	81.	74.	372.	27276.
	65 +	2987.	794.	16.	20.	34.	3851.
	TOTAL	276067.	106972.	3448.	2061.	8366.	396914.

SECTION 2

JTPA
TEN PERCENT
TARGET POPULATION GROUPS

TABLE IV. D

HANDICAPPED POPULATION

MICHIGAN*

	TOTAL	IN LABOR FORCE		NOT IN LABOR FORCE ABLE TO WORK	
		TOTAL	ECONOMICALLY DISADVANTAGED	TOTAL	ECONOMICALLY DISADVANTAGED
Total 16+	878194	232983	54536	645074	300012
Male	411381	154101	28567	257210	82137
Female	466813	78882	25969	387864	217875
16-19	20950	7846	4990	13085	11821
20-21	14608	7652	2886	6945	5136
22-44	193897	105676	28706	88186	66941
45-54	123319	48814	8993	74480	49988
55-64	198665	48114	6444	150524	71879
65+	326755	14881	2517	311854	94247
White	719846	193444	41625	526295	224057
Black	140474	33786	11009	106674	68101
Am Indian	5022	1625	669	3389	2122
Asian Pacific	1913	519	59	1394	779
Hispanic	10939	3609	1174	7322	4953

*Source: 1980 Census

TABLE IV E

HIGH SCHOOL DROPOUTS

MICHIGAN*

	1980 POPULATION		HIGH SCHOOL DROPOUTS	
	TOTAL	ECONOMICALLY DISADVANTAGED	TOTAL	ECONOMICALLY DISADVANTAGED
Total 16+	6731411	1029464	1804990	435905
Male	3215305	366550	870381	145858
Female	3516106	662914	934609	290047
16-21	1071888	243413	134057	46881
22-64	4804002	621255	1136986	265745
65+	855521	164796	533947	123279
White	5788873	739933	1455963	294884
Black	781737	251197	293237	122709
Am. Indian	28028	8106	10536	3863
Asian Pacific	37273	6524	5854	1628
Hispanic	95500	23704	39400	12821

*Source: 1980 Census

TABLE IV.F

TEENAGE PARENTS
BY SERVICE DELIVERY AREA*

AREA	TOTAL	ECONOMICALLY DISADVANTAGED
Barry-Branch-Calhoun	565	316
Berrien-Cass-Van Buren	780	580
Lansing Tri-County	900	500
City of Detroit	4360	2920
Thumb Area	676	299
CAPC	462	230
Region II	780	400
Kalamazoo-St. Joseph	872	402
GRAETC	1220	660
Livingston-Washtenaw	560	140
Macomb-St. Clair	1040	400
Saginaw-Midland-Bay	1218	677
Downriver-Monroe	1207	447
Oakland County (Balance)	703	225
Muskegon-Oceana	560	420
Allegan-Ottawa	454	188
Pontiac Area	670	250
Genesee-Shiawassee	1838	1094
Wayne County (Balance)	1100	460
Region 7B	380	160
West Central Michigan	400	260
Northeast Michigan	360	260
Northwest Michigan	500	260
Eastern Upper Peninsula	194	95
Central Upper Peninsula	558	243
Western Upper Peninsula	188	29
State of Michigan	22545	11915

*Source: 1980 Census

TABLE IV.G

LIMITED ENGLISH PROFICIENCY
BY SERVICE DELIVERY AREA*

AREA	TOTAL	ECONOMICALLY DISADVANTAGED
Barry-Branch-Calhoun	580	196
Berrien-Cass-Van Buren	1180	500
Lansing Tri-County	2320	1100
City of Detroit	13960	4740
Thumb Area	557	174
CAPC	475	240
Region II	960	300
Kalamazoo-St. Joseph	691	341
GRAETC	2500	800
Livingston-Washtenaw	1480	400
Macomb-St. Clair	6780	1220
Saginaw-Midland-Bay	1776	766
Downriver-Monroe	2441	537
Oakland County (Balance)	5306	1378
Muskegon-Oceana	300	100
Allegan-Ottawa	999	475
Pontiac Area	1256	559
Genesee-Shiawassee	1509	392
Wayne County (Balance)	7460	2020
Region 7B	380	80
West Central Michigan	260	140
Northeast Michigan	260	120
Northwest Michigan	520	140
Eastern Upper Peninsula	192	69
Central Upper Peninsula	739	280
Western Upper Peninsula	636	215
State of Michigan	55517	17282

*Source: 1980 Census

TABLE IV.H

ALCOHOLICS AND ADDICTS
SUBSTANCE ABUSE ADMISSIONS
FISCAL YEAR 1984/1985(1)

AREA	TOTAL ADMISSIONS
Michigan	113041
Barry	430
Branch	385
Calhoun	1659
SDA TOTAL	2474
Berrien	1509
Cass	477
Van Buren	1054
SDA TOTAL	3040
City of Detroit	14719
Downriver C.C.	NA
Monroe	717
SDA TOTAL	717
Genesee	8770
Shiawassee	539
SDA TOTAL	9309
Kent	5634
Jackson	2350
Hillsdale	476
Lenawee	1049
SDA TOTAL	3875
Kalamazoo	2944
St. Joseph	942
SDA TOTAL	3886
Clinton	488
Eaton	664
Ingham	4060
SDA TOTAL	5212
Livingston	928
Washtenaw	3029
SDA TOTAL	3957

TABLE IV.H, (Continued)
ALCOHOLICS AND ADDICTS

AREA	TOTAL ADMISSIONS
Macomb	8933
St. Clair	1527
SDA TOTAL	10460
Muskegon	1311
Oceana	178
SDA TOTAL	1489
Oakland (2)	10610
Allegan	1095
Ottawa	1542
SDA TOTAL	2637
Pontiac Area	NA
Saginaw	2028
Midland	547
Bay	1400
SDA TOTAL	3975
Wayne (3)	16413
Arenac	226
Clare	245
Gladwin	220
Iosco	289
Ogemaw	116
Roscommon	181
SDA TOTAL	1277
Huron	321
Lapeer	716
Sanilac	358
Tuscola	565
SDA TOTAL	1960
Gratiot	227
Ionia	661
Isabella	438
Montcalm	462
SDA TOTAL	1788
Alcona	120
Alpena	269

TABLE IV.H, (Continued)
ALCOHOLICS AND ADDICTS

AREA	TOTAL ADMISSIONS
Cheboygan	162
Crawford	126
Montmorency	66
Oscoda	68
Otsego	162
Presque Isle	93
SDA TOTAL	1066
Antrim	156
Benzie	98
Charlevoix	274
Emmet	293
Grand Traverse	776
Kalkaska	106
Leelanau	127
Manistee	265
Missaukee	86
Wexford	333
SDA TOTAL	2514
Lake	79
Mason	260
Mecosta	290
Newaygo	339
Osceola	133
SDA TOTAL	1101
Alger	128
Delta	485
Dickinson	428
Marquette	1500
Menominee	247
Schoolcraft	133
SDA TOTAL	2921
Chippewa	324
Luce	109
Mackinac	207
SDA TOTAL	640
Baraga	234
Gogebic	280
Houghton	522
Iron	270
Keweenaw	10
Ontonagon	51

TABLE IV.H, (Continued)
ALCOHOLICS AND ADDICTS

AREA	TOTAL ADMISSIONS
SDA TOTAL	1367

(1) Source: Michigan Department of Public Health

(2) Estimates for county only, not SDA

(3) Does not include City of Detroit

TABLE IV.1

OFFENDERS
BY SERVICE DELIVERY AREA(1)
OCTOBER 1986

AREA	TOTAL	PAROLEES	CORRECTION CENTER
Barry-Branch-Calhoun	519	114	405
Berrien-Cass-Van Buren	834	228	606
Lansing Tri-County	811	153	658
City of Detroit	7715	1879	5836
Thumb Area	218	46	172
CAPC	278	44	234
Region II	945	227	718
Kalamazoo-St. Joseph	852	178	674
GRAETC	1531	355	1176
Livingston-Washtenaw	1156	255	901
Macomb-St. Clair	1053	267	786
Saginaw-Midland-Bay	1136	248	888
Downriver-Monroe((2))	266	90	176
Oakland County((2))	3050	719	2331
Muskegon-Oceana	928	217	711
Allegan-Ottawa	293	67	226
Pontiac Area	NA	NA	NA
Genesee-Shiawassee	1978	373	1605
Wayne County((2))	1911	499	1412
Region 7B	137	41	96
West Central Michigan	254	75	179
Northeast Michigan	176	61	115
Northwest Michigan	373	83	290
Eastern Upper Peninsula	47	8	39
Central Upper Peninsula	190	51	139
Western Upper Peninsula	49	12	37
State of Michigan	26700	6290	20410

(1)Michigan Department of Corrections. Data does not reflect total inmate population.

(2)Estimates for county only, not consortium.

TABLE IV.J

VETERANS
BY SERVICE DELIVERY AREA*

	VETERAN POPULATION		VETERAN LABOR FORCE	
	TOTAL	ECONOMICALLY DISADVANTAGED	TOTAL	ECONOMICALLY DISADVANTAGED
Barry-Branch-Calhoun	28639	2444	23113	1482
Berrien-Cass-Van Buren	33820	2840	28140	1660
Lansing Tri-County	46120	2740	39740	1700
City of Detroit	126740	18420	92960	8580
Thumb Area	22058	2140	18064	1344
CAPC	21481	1760	17755	1031
Region II	33960	2460	28580	1420
Kalamazoo-St. Joseph	31221	1846	26909	1171
GRAETC	52100	3280	43420	1480
Livingston-Washtenaw	39760	2160	34800	1160
Macomb-St. Clair	108160	5300	94040	3020
Saginaw-Midland-Bay	48239	3998	39459	2253
Downriver-Monroe	64996	3738	54820	1867
Oakland County (Balance)	103348	3444	91159	2170
Muskegon-Oceana	23340	2080	19000	1200
Allegan-Ottawa	26416	1639	22568	919
Pontiac Area	27339	2028	23354	1212
Genesee-Shiawassee	64023	4673	52255	2573
Wayne County (Balance)	100360	4400	85640	2380
Region 7B	17300	2060	11340	1100
West Central Michigan	15580	1900	11360	940
Northeast Michigan	15320	1920	11160	1080
Northwest Michigan	26240	2940	19760	1560
Eastern Upper Peninsula	6289	682	4845	424
Central Upper Peninsula	27172	2862	21265	1672
Western Upper Peninsula	12153	1468	8053	640
State of Michigan	1122174	85222	923559	46038

*Source: 1980 Census

TABLE IV.K

DISPLACED HOMEMAKERS
BY SERVICE DELIVERY AREA*

AREA	TOTAL	ECONOMICALLY DISADVANTAGED
Barry-Branch-Calhoun	1480	996
Berrien-Cass-Van Buren	2220	1680
Lansing Tri-County	2200	1460
City of Detroit	29560	23420
Thumb Area	1182	853
CAPC	787	533
Region II	1920	1040
Kalamazoo-St. Joseph	1054	739
GRAETC	2520	1560
Livingston-Washtenaw	1220	540
Macomb-St. Clair	4860	2400
Saginaw-Midland-Bay	3258	2290
Downriver-Monroe	3562	1921
Oakland County (Balance)	3481	1509
Muskegon-Oceana	1440	880
Allegan-Ottawa	778	541
Pontiac Area	1812	1109
Genesee-Shiawassee	5331	3752
Wayne County (Balance)	6080	3320
Region 7B	960	560
West Central Michigan	840	480
Northeast Michigan	720	480
Northwest Michigan	1200	700
Eastern Upper Peninsula	342	219
Central Upper Peninsula	1157	707
Western Upper Peninsula	798	464
State of Michigan	80762	54153

*Source: 1980 Census

TABLE IV.I

DISLOCATED WORKERS
BY RACE, AGE, SEX
MARCH 1984

MICHIGAN

	TOTAL	WHITE	BLACK	OTHER
Total				
Total All Ages	210814	182521	25741	2552
16-17	73	44	27	2
18	98	67	29	3
19	982	883	85	14
20-21	7883	7239	574	70
22-24	21127	18934	1981	212
25-44	116491	100561	14341	1589
45-54	33017	27877	4715	424
55-64	27348	23361	3762	226
65+	3795	3555	227	12
Female				
Total all Ages	70908	59876	10407	895
16-17	27	14	14	0
18	38	25	13	0
19	325	291	30	5
20-21	2645	2412	214	28
22-24	6685	5875	759	64
25-44	38788	32414	5993	557
45-54	11996	9975	1906	161
55-64	8968	7512	1408	71
65+	1437	1359	70	9

Source: Michigan Employment Security Commission

SECTION 3

JTPA
SPECIAL
TABLES

TABLE IV.M

RATIO OF CIVILIAN GOVERNMENT
TO WAGE AND SALARY EMPLOYMENT
BY SERVICE DELIVERY AREA

AREA	TOTAL	PRIVATE	GOVERNMENT	PERCENT
Barry-Branch-Calhoun	68650	53625	15025	22
Berrien-Cass-Van Buren	77700	63700	14000	18
Lansing Tri-County	176750	116100	60650	34
City of Detroit	NA	NA	NA	NA
Thumb Area	39250	27100	12150	31
CAPC	52600	37350	15250	29
Region II	82350	67550	14800	18
Kalamazoo-St. Joseph	109900	91625	18275	17
GRAETC	207600	186175	21425	10
Livingston-Washtenaw	145650	96575	49075	34
Macomb-St. Clair	242450	201075	41375	17
Saginaw-Midland-Bay	136325	116950	19375	14
Downriver-Monroe	NA	NA	NA	NA
Oakland County(1)	424075	381500	42575	10
Muskegon-Oceana	54000	44500	9500	18
Allegan-Ottawa	74050	63400	10650	14
Pontiac Area	NA	NA	NA	NA
Genesee-Shiawassee	176200	148900	27300	15
Wayne County(1)	842625	717500	125125	15
Region 7B	23825	16575	7250	30
West Central Michigan	28650	19125	9525	33
Northeast Michigan	28975	21700	7275	25
Northwest Michigan	64600	51325	13275	21
Eastern Upper Peninsula	12900	7475	5425	42
Central Upper Peninsula	53825	38925	14900	28
Western Upper Peninsula	23925	15225	8700	36
State of Michigan(2)	3186400	2610400	576000	18

(1) Estimates for county only, not consortium.

(2) Sum of areas is less than Michigan total primarily due to the exclusion of Monroe data.

NA:Not Applicable

TABLE IV.N

RATIO OF PRIVATE EMPLOYMENT TO POPULATION
BY SERVICE DELIVERY AREA

AREA	PERCENT
United States	43
State of Michigan(1)	38
Service Delivery Areas	
Barry-Branch-Calhoun	32
Berrien-Cass-Van Buren	30
Lansing Tri-County	37
City of Detroit(2)	NA
Thumb Area	19
CAPC	26
Region II	32
Kalamazoo-St. Joseph	50
GRAETC	56
Livingston-Washtenaw	35
Macomb-St. Clair	33
Saginaw-Midland-Bay	38
Downriver-Monroe(2)	NA
Oakland County	50
Muskegon-Oceana	34
Allegan-Ottawa	37
Pontiac Area(2)	NA
Genesee-Shiawassee	40
Wayne County	41
Region 7B	18
West Central Michigan	21
Northeast Michigan	25
Northwest Michigan	33
Eastern Upper Peninsula	21
Central Upper Peninsula	29
Western Upper Peninsula	21

(1) Sum of areas is less than Michigan total primarily due to the exclusion of Monroe data.

(2) Estimates for county only, not consortium.

NA:Not Applicable

TABLE IV.O

WELFARE REGISTRANTS

MICHIGAN

SEPTEMBER 1986

	Registrants
Total	344420
Male	108343
Female	236077
14-15	6
16-19	44086
20-21	22890
22-44	233985
45-54	28358
55-64	14334
65+	761
White	163286
Black	168125
American Indian	1520
Other	3658
Hispanic	7831

Source: Michigan Department of Social Services, AFDC and GA Registrants (includes students and elderly)

V. TABLE DESCRIPTIONS

Following is a discussion of basic data elements presented in this report. The data elements are divided into several major groups: 1. general planning information which covers data on industry, occupation and labor force; 2. the eligible population which covers the economically disadvantaged; 3. those target groups covered by the Title II "ten percent provision"; 4. special JTPA tables which cover data specifically required in the legislation. Those tables based on census data were generated from Summary Tape File 4 (STF-4) micro files. Following each data element is a discussion of issues involved, particularly definitions and data availability.

A. General Planning Information Tables

Civilian Labor Force

Civilian labor force estimates for PY 1987 are available for the state, labor market areas and service delivery areas and are based on the assumption of marginal improvement in the State's economy during PY 1987. Except for the state, information is available for mutually exclusive categories by sex, age and race.

Total labor force, employment and unemployment forecasts were based upon area population and industry employment trends. Distributions by age, race, sex and geographic detail were derived using 1980 census information.

Private Industry Employment Analysis

This information is based on the ES-202 listing of all employers covered by the Michigan Employment Security Act. This listing covers over 90 percent of all employers doing business in Michigan. The major groups which are wholly or partially excluded are railroad employees, commission sales workers, unpaid family workers and government.

Industry employment figures are provided for the total SDA. In some instances, information for counties within a multi-county SDA may be available upon request. Since this data is not available below the county level, sub-county SDA's are provided with their respective county level information. Average employment levels are presented by two digit Standard Industrial Classification Codes for the latest quarter available. The absolute change in employment over the year is also shown. Data for some industries have been excluded to prevent disclosure of confidential information. Since this employment data represents the most current count of jobs by place of work at the county level, it is useful in analyzing local area employment structure and trends.

B. Title II Eligible Population Tables

JTPA Title II Eligible Population

This table contains estimates of the economically disadvantaged population and labor force in 1984. Further detail, cross-tabulated by age, race and sex is also provided. The data were developed by linking forward the 1980 Census information using the March 1984 Current Population Survey for Michigan. This table provides a profile of the disadvantaged adjusted by age/race/sex for potential labor force participation. That is, the last column in the table depicts the disadvantaged assuming that they were to participate in the labor force to the same extent as the general population. This is an important planning guide since it more closely reflects the disadvantaged who are likely to be active in the job market and, therefore, to avail themselves of JTPA services. This table provides demographic detail for each service delivery area in total. County breakouts will be available only as percent distributions of SDA totals.

Handicapped

A handicapped individual is defined as an individual who has a physical or mental disability which for such individual constitutes or results in a substantial handicap to employment. The information in this table is derived from 1980 Census data. The table presents demographic characteristics on the total handicapped population. Additional information is provided for both total and economically disadvantaged handicapped individuals, in the labor force and not in the labor force but able to work. Census information for the handicapped reflect public transportation disability and is only available for those labor force attached individuals 16 years and older. Persons are identified as having a public transportation disability if they had a health condition which had lasted six months or more and which made it difficult or impossible for them to use buses, trains, subways or other forms of public transportation. Information in the table is only available for the total SDA.

School Dropouts

In addition to the ten percent provision, services to school dropouts are also mandated under Section 203(b),3 as an "equitable service" item and under Section 205(b),1 as a priority item. According to JTPA legislation a school dropout is an individual who is: 1) not attending any school and is not subject to a compulsory attendance law, and 2) who has not received a secondary school diploma or a certificate from a program of equivalency for such a diploma.

The information in this table is derived from 1980 Census data, and provides demographic characteristics for persons 16 years and older in the general population as well as the school dropout population in 1980. In addition, for both categories information is provided on those who are economically disadvantaged. Information in the table is only available for the total SDA.

Welfare Registrants

Information in this table may be useful for additional program planning needs. The table is based on information from the Michigan Department of Social Services and represents as of September 1, 1986 an actual count of individuals receiving financial support from the Aid to Families with Dependent Children and General Assistance programs. The information is provided by sex, race and age for each service delivery area on welfare registrants. Registrants are recipients who meet the worker requirement and must participate in training as well as work assignment. Information in the table is only available for the total SDA.

Dislocated Workers

Information in this table is provided to assist in the planning of training programs under JTPA Title III. Information on individuals unemployed for 15 weeks or more from the Current Population Survey for Michigan, March 1984, was used as an estimate for dislocated workers. The distribution of dislocated workers by area and demographic characteristics was based on claimant data.

C. Title II - Ten Percent Provision Target Groups

Teenage Parents

The information in this table is based on 1980 Census data. Although teenage parents may be defined as teenagers aged 14-19 with dependent children, census data is only available for 15-19 year olds with dependent children. This table reflects the total teenage parent population as well as those economically disadvantaged for each service delivery area.

Limited English Language Proficiency

The information in this table is based on 1980 Census data on ability to speak English. This information is derived from responses to question 13c in the census where persons who reported they spoke a language other than English where asked to characterize their ability to speak English. These responses are extremely subjective since they are based on the respondent's own perception.

Information is provided for each SDA on total persons as well as economically disadvantaged persons in this target group.

Alcoholics and Addicts

This table reflects data on admissions to substance abuse treatment programs and is generated by the Michigan Department of Public Health. Since information was only available at the county level, data for city level service delivery areas is not provided.

Offenders

The term "offender" means any adult or juvenile who is or has been subject to any stage of the criminal justice process for whom services under JTPA may be beneficial or who requires assistance in overcoming artificial barriers to employment resulting from a record of arrest or conviction. This table presents actual count data from the Michigan Department of Corrections. The table reflects parolees and residents of correction centers as of October 1, 1986 by county from which sentenced. This information does not include offenders in state prisons. This information does not include offenders in local jails, juvenile courts or the federal facility in Milan. Since information was only available at the county level, data for city level service delivery areas are not provided.

Veteran Population and Labor Force

The information in this table is based on 1980 Census data. The term "veteran" as defined by JTPA is an individual who served in the active military, naval, or air service, and who was discharged or released therefrom under conditions other than dishonorable.

According to 1980 Census data, more than one-third of all males 16 years and older are veterans. Since, a population estimate of all veterans will significantly overstate service needs, additional information is provided reflecting labor force attachment as well as those veterans in the population and labor force who are economically disadvantaged.

Displaced Homemakers

The following statement represents an updated definition for displaced homemakers consistent with legislation and data availability. A displaced homemaker is an individual who is:

1. 35-62 years of age
2. divorced, separated or widowed
3. currently not employed
4. has not been employed within the last five years

These characteristics are cross-tabulated from 1980 Census data to arrive at a more current estimate of "displaced homemakers" in both definitional and data terms. Information in the table is only availabie for the total SDA.

Older Workers/Older Individuals

Older workers are defined as those 55 years of age and over. Services are mandated in two sections of JTPA; Section 124 and the ten percent provision of Title II. Section 124 refers to disadvantaged older individuals, and is presented as a subset of the economically disadvantaged information in Table I. The ten percent provision refers

to all older workers, and is a subset of the civilian labor force data in Table 3.

D. Special JTPA Tables

Ratio of Civilian Government to Wage and Salary Employment

This ratio is used to regulate the distribution of participants in on-the-job-training (OJT) between private and government employment. The information is derived from the Bureau of Labor Statistic's 790 Employment Survey data base generated by MESC-Research and Statistics. The data base is a monthly employment survey of establishments by place of work and does not include agricultural or self-employment. The wage and salary employment estimates, based on place of work are used rather than total employment estimates from the census which are based on place of residence. The place of work data was considered more consistent with the legislation in terms of current information and the analysis of area industry structure.

For most SDA's, the data in the table is the percent of government to total wage and salary employment computed from MESC labor market area (LMA) wage and salary employment data. For SDA's which do not conform to LMA boundaries, the LMA data were disaggregated using county employment estimates based on employer reports under the unemployment insurance system (ES-202 report). Annual average 1983 wage and salary data were used for SDA's conforming to LMA boundaries. December 1983 ES-202 data were used to disaggregate county employment for SDA's not conforming to labor market boundaries. Employment estimates by place of work are only available for SDA's comprising whole counties. It is recommended that sub-county SDA's use the information provided for their respective county.

Ratio of Private Employment to Population

This ratio is one of several criteria used to justify administrative costs in excess of the 30 percent limitation [Section 108, part 2, b(ii)]. The employment information is derived from the establishment survey data base described in the previous table. The population data is based on the 1980 Census of Population 16+ years of age.

APPENDICES

A. Glossary . . . . . .

B. Unemployment Insurance Claimants . . . . . .

C. Per Capita Personal Income by County . . . . . .

APPENDIX A

GLOSSARY

A. Glossary

LABOR MARKET AREAS consist of a central community and surrounding territory in which there is a concentration of economic activity or labor demand and in which workers can generally change jobs without changing their residence. Major labor market areas (MSA's) have a central city (or adjoining cities) with a population of 50,000 or more. Small labor market areas must have a central community that has a population nucleus of 5,000 or more.

METROPOLITAN STATISTICAL AREAS (MSA'S) are designated and defined by the U.S. Department of Commerce so that local economic and social statistics collected by many government and private organizations may be presented on a common geographic basis. Areas qualifying as metropolitan statistical areas have either a city with a population of at least 50,000 or a Bureau of the Census urbanized area of at least 50,000 and a total metropolitan statistical area population of at least 100,000.

CURRENT POPULATION SURVEY is conducted monthly in approximately 3,000 Michigan households by the U.S. Bureau of the Census to derive civilian labor force, total employment and unemployment estimates for the state. These estimates are prepared directly by BLS and released at the same time as the national figures each month. Labor force estimates for subareas of Michigan are compiled by the Bureau of Research and Statistics of MESC based on standard BLS procedures. These independently derived figures for labor market areas are then adjusted for additivity to the Statewide totals.

CIVILIAN LABOR FORCE (BY PLACE OF RESIDENCE) is the summation of the number of area residents who are estimated to be employed and the number of area residents estimated to be unemployed.

EMPLOYMENT, TOTAL includes an unduplicated estimate of area residents who earned wages during the week including the 12th of each month. This estimate includes agricultural employees, self-employed and unpaid family workers, domestics and strikers, as well as residents who were employed in wage and salary jobs within the labor market area or in another labor market area.

UNEMPLOYMENT, TOTAL is an unduplicated estimate of area residents who did not earn any wages during the survey week including the 12th of the month, and who were able, available, and actively seeking work during the thirty-day period preceding the survey week.

UNEMPLOYMENT RATE is the total number of unemployed in the labor market area divided by the civilian labor force in the area.

WAGE AND SALARY EMPLOYMENT (BY PLACE OF WORK) is an estimate of the number of individual jobs in the area based on a survey of employers during the survey week. These estimates are available by industry and include nonresidents who commute into the labor market area for work, as well as individuals who have more than one job in the same labor market area.

WORKERS INVOLVED IN LABOR DISPUTES is an estimate of the number of jobs that are affected by a labor-management dispute during the entire survey week. Workers included in this category are not considered unemployed since they have a job attachment.

BENCHMARK (CURRENT EMPLOYMENT STATISTICS) indicates the most recent time period during which the industry employment estimates, which are based on a monthly sample of local employers, were compared with and adjusted to the total count of area jobs as reported under the Michigan Employment Security Act. Also, estimates of noncovered employment are included.

BENCHMARK (CURRENT POPULATION SURVEY) indicates the most recent time period during which the labor force, employment and unemployment estimates, by place of residence, were compared with and adjusted to the national household survey conducted in Michigan by the U.S. Bureau of Labor Statistics.

HANDICAPPED The term "handicapped individual" means any individual who has a physical or mental disability which for such individual constitutes or results in a substantial handicap to employment.

OFFENDER The term "offender" means any adult or juvenile who is or has been subject to any stage of the criminal justice process and for whom services under employment and training legislation may be beneficial or who requires assistance in overcoming artificial barriers to employment resulting from a record of arrest or conviction.

ECONOMICALLY DISADVANTAGED PERSON The term "economically disadvantaged" means an individual who meets one of the following criteria:

A. Receives, or is a member of a family which receives cash welfare payments under a federal,state or local welfare program;

B. Has, or is a member of a family which has received a total income for the six (6) months prior to application which is not in excess of the most recently established poverty levels determined in accordance with criteria established by the Office of Management and Budget (OMB),or is 70% of the lower standard of living;

C. Receives food stamps pursuant to the Food Stamp Act of 1977;

D. Is a foster child, on behalf of whom state or local government payments are made;or

E. Is an adult, handicapped individual whose own income meets the requirements of (A) or (B) above, but who is a member of a family whose income does not meet such requirements.

POVERTY LEVEL INCOME is the maximum annual income which can be received by an individual or a family and still be considered economically disadvantaged. The maximum income level varies according to size of family. The poverty guidelines continue to be updated periodically to

reflect consumer price changes as measured by the Consumer Price Index. The current poverty guidelines effective February 11, 1986 are:

Family Size	Nationwide
1	$5,360
2	7,240
3	9,120
4	11,000
5	12,880
6	14,760
7	16,640
8	18,520

For families in excess of eight members, add $1,880 for each additional member.

SEVENTY PERCENT LOWER LIVING STANDARD INCOME LEVELS. Are effective as of June 6, 1986. Eligibility to participate in JTPA programs funded under Title II-A and Title II-b (Summer Youth Employment Program), require income determination of eligibility on the higher of either 70% of the lower living standard income level, or the OMB poverty guidelines. For JTPA purposes only metropolitan income levels will be used for Detroit MSA levels, per Michigan Department of Labor Instruction Letter 85-5.

Family Size	Detroit MSA	Metropolitan (except for the Detroit MSA)	Non-Metro
1	$4,370	$4,510	$4,410
2	7,160	7,400	7,220
3	9,830	10,160	9,910
4	12,140	12,540	12,240
5	14,330	14,800	14,440
6	16,750	17,310	16,390
Each Over Six	2,420	2,510	1,950

Note: Metropolitan area income standards are applied to applicants residing within a Metropolitan Statistical Area (MSA). Non-Metropolitan area income standards are applied to applicants outside an MSA. Metropolitan Statistical Areas are listed in the table on the following page.

METROPOLITAN STATISTICAL AREAS IN MICHIGAN

City	Counties
Ann Arbor	Washtenaw
Detroit	Lapeer-Livingston-Macomb Monroe-Oakland-St.Clair-Wayne
Battle Creek	Calhoun
Benton Harbor	Berrien
Flint	Genesee
Grand Rapids	Kent-Ottawa
Jackson	Jackson
Kalamazoo	Kalamazoo
Lansing/East Lansing	Clinton-Eaton-Ingham
Muskegon	Muskegon
Saginaw-Bay City-Midland	Saginaw-Bay-Midland

APPENDIX B

UI CLAIMANTS BY SDA

This information is prepared by the Michigan Employment Security Commission from the Unemployment Insurance Data base. This information represents U.I. claims for regular benefits for the survey week which includes the 12th of the month during June 1986. The claimant data has been geographically distributed by Service Delivery Area.

UNEMPLOYMENT INSURANCE CLAIMANTS BY SERVICE DELIVERY AREA
JUNE 1986*

AREA	REGULAR UNEMPLOYMENT INSURANCE
Barry-Branch-Calhoun	1923
Berrien-Cass-Van Buren	2702
Lansing Tri-County	3210
Thumb Area	2149
CAPC	1815
Region II	2898
Kalamazoo-St. Joseph	2126
GRAETC	4251
Livingston-Washtenaw	2136
Macomb-St. Clair	7916
Saginaw-Midland-Bay	3964
Monroe County	1244
Oakland County	7682
Muskegon-Oceana	2140
Allegan-Ottawa	1923
Genesee-Shiawassee	4785
Wayne County(1)	18236
City of Detroit	9505
Region 7B	1120
West Central Michigan	2104
Northeast Michigan	1303
Northwest Michigan	2640
Eastern Upper Peninsula	208
Central Upper Peninsula	1926
Western Upper Peninsula	1120
State of Michigan	81521

*Source: Michigan Employment Security Commission
Bureau of Research and Statistics

(1)Wayne County total includes City of Detroit.

APPENDIX C

PER CAPITA PERSONAL INCOME BY COUNTY

The personal income estimates presented in this publication were produced by the Bureau of Economic Analysis. Personal income and derivative measures have a broad range of application. They are widely used in both the public and private sectors. For state and local governments the estimates are useful inputs in economic resource profiles and in economic models developed for planning purposes.

Per capita personal income of an area is the income received by, or on behalf of all the residents of the area. Personal income is the sum of wage and salary disbursements, other labor income, proprietors' income with inventory valuation and capital consumption adjustments, rental income of persons with capital consumption adjustment, personal dividend income, personal interest income, and transfer payments, less personal contributions for social insurance.

PER CAPITA PERSONAL INCOME BY COUNTY
(Residency Adjusted)

Area	1980	1984
Michigan	9798	12621
Alcona	6397	8646
Alger	6577	8750
Allegan	7794	10519
Alpena	7735	9775
Antrim	7381	9421
Arenac	6675	8755
Baraga	6865	8302
Barry	7673	10347
Bay	8909	11271
Benzie	6805	9504
Berrien	8474	11149
Branch	8187	10389
Calhoun	9418	11729
Cass	7889	11476
Charlevoix	7756	9810
Cheboygan	7036	8558
Chippewa	6498	8216
Clare	6227	8228
Clinton	8691	11885
Crawford	6277	8242
Delta	7294	9352
Dickinson	8890	11381
Eaton	9528	12742
Emmet	8278	10719
Genesee	10171	13181
Gladwin	6479	8227
Gogebic	6894	8867
Grand Traverse	8929	12201
Gratiot	8122	10428
Hillsdale	7519	10296
Houghton	6391	8225
Huron	8096	11235
Ingham	9647	12277
Ionia	7807	9921
Iosco	7014	8927
Iron	7439	9999
Isabella	6575	8849
Jackson	8793	11166
Kalamazoo	9854	12817
Kalkaska	6435	8971
Kent	9405	12448
Keweenaw	6695	8137

(Continued)
PER CAPITA PERSONAL PERSONAL INCOME BY COUNTY

Area	1980	1984
Lake	5440	7109
Lapeer	8906	11516
Leelanau	8250	11601
Lenawee	8749	11369
Livingston	10067	13291
Luce	7493	10276
Mackinac	7202	9583
Macomb	10846	14498
Manistee	7464	9772
Marquette	7751	9645
Mason	6988	9142
Mecosta	5582	7254
Menominee	7219	9948
Midland	10052	13269
Missaukee	5979	7813
Monroe	8953	12226
Montcalm	7491	9607
Montmorency	6658	8457
Muskegon	8219	10498
Newaygo	6665	9054
Oakland	13648	17837
Oceana	6600	8662
Ogemaw	6034	7709
Ontonagon	6557	7309
Osceola	6163	8087
Oscoda	5515	7272
Otsego	7849	10070
Ottawa	8941	12208
Presque Isle	6379	8694
Roscommon	7060	9056
Saginaw	9269	11495
St. Clair	9207	12120
St. Joseph	8256	10745
Sanilac	7975	10071
Schoolcraft	6923	8921
Shiawassee	8764	11613
Tuscola	7801	10316
Van Buren	7401	9700
Washtenaw	11261	14670
Wayne	9993	12303
Wexford	6890	9008

Source: Bureau of Economic Analysis